



Code: 9957

Family: Public Safety

Service: Public Safety

Group: Non-Competitive Group

Series: Exempt

CLASS TITLE: SUPERINTENDENT OF POLICE

CHARACTERISTICS OF THE CLASS

Under direction of the Mayor, the position functions as the Chief Executive Officer of the Chicago Police Department responsible for the general management and control of the department. The position has full and complete authority to administer the department in a manner consistent with the ordinances of the City, the laws of the state, the U.S. Constitution, and the rules and regulations of the Board.

ESSENTIAL DUTIES/RESPONSIBILITIES

- Works to protect the lives, property, and rights of all people, maintains order, and enforces the law impartially. Ensures department provides quality police service in partnership with other members of the community and strives to attain the highest degree of ethical behavior and professional conduct at all times.
- Directs the management of reform projects and tracks the implementation of reform initiatives to ensure that initiatives are completed correctly and efficiently. Coordinates with the independent monitor so that CPD is able to respond to requests for information in accordance with the Consent Decree and the Illinois Attorney General.
- Directs the organization, promotion, and disciplinary action of all department members. Administers legal and legislative matters and various labor agreements, improves the department's response to domestic violence, and works with residents through community policing. Disseminates information to the public through the news media.
- Directs general field operations, including the protection of life and property, apprehension of criminals, problem-solving to address chronic crime and disorder problems, and enforcing traffic laws and City ordinances. Coordinates and unifies the efforts to maximize use of departmental resources, personnel and technology.
- Directs the efforts of personnel trained in apprehending offenders and completing thorough and unified investigations. Serves as a liaison in matters of criminal and juvenile-related offenses, providing district law enforcement officers with investigative and arrest information, and developing and presenting criminal cases.
- Responsible for all targeted operation into both international and domestic criminal enterprises. Coordinates intelligence resources to ensure that the City is protected from and can respond to a complex coordinated terrorist attack.

NOTE: *The list of essential duties is not intended to be inclusive; there may be other duties that are essential to particular positions within the class.*

MINIMUM QUALIFICATIONS

Education, Training, and Experience

- Minimum qualifications subject to change depending on appointment of the Mayor and confirmation of the City Council.
- The Chicago Police Board expects successful candidates to possess the following:
 - o Bachelor's degree from an accredited college or university

- o Graduate degree (successful completion of a significant number of graduate-level courses at) an accredited college or university, or the successful completion of advanced law enforcement and leadership training at a recognized institution, such as the FBI National Academy or Northwestern University's School of Police Staff and Command
- o Extensive experience as a high-level executive in charge of critical departmental functions in a mid-size or large law-enforcement agency

Licensure, Certification, or Other Qualifications

- Must maintain the ability to safely handle and use a Department approved firearm
- Valid State of Illinois Driver's License

WORKING CONDITIONS

- Police facility environment
- Travel anywhere within the boundaries of the City of Chicago as well as domestic and international as required
- Department operates twenty-four (24) hours a day, every day of the year, including weekends and recognized holidays
- Exposure to outdoor weather conditions, including extreme weather situations
- Exposure to hazardous or life-threatening situations

EQUIPMENT (including but not limited to)

- Computers and peripheral equipment (e.g. personal computer, computer terminals, mobile data computers)
- Standard office equipment
- Two-way radios
- Body worn camera
- Handcuffs
- Personal defense weapons (e.g., baton, taser, handgun, rifle, shotgun, handheld chemical agent, etc.)
- Specialized safety equipment (e.g., bulletproof vest, helmet, etc.)
- Transportation (e.g., car, bicycle, motorcycle, Segway, etc.) and associated equipment (e.g., incar video system, etc.)

PHYSICAL REQUIREMENTS

- None

Knowledge, Skills, Abilities and Attributes

Positions assigned to executive leadership roles within the Chicago Police Department are expected to possess the following knowledge, skills, abilities and attributes.

- Professional and personal history reflecting the highest standards of integrity
- Track record of successfully implementing mission-driven crime-reduction strategies
- Commitment to the timely implementation of consent decree requirements and ability to obtain

- buy-in at all levels of the department (prior work with a federal monitor or similar process would be highly beneficial)
- Demonstrated commitment to holding supervisory personnel accountable for the timely and effective execution of organizational policy by individuals under their command
- Experience implementing data-driven initiatives to deploy personnel and resource management to achieve crime reduction and maintaining a robust data management infrastructure
- Exemplary and proven record of working with diverse populations and interest groups found within a major urban city and of integrating community input into the planning and implementation of police services
- Commitment to and demonstrated experience expanding and maintaining a diverse and inclusive workforce that reflects the population it serves
- Demonstrated ability to motivate police officers to effectively address criminal conduct, while at the same time avoiding excessive force, corruption, verbal abuse, or other misconduct which undermine the public's trust in the department
- Extensive experience in devising and implementing plans to address terrorism threats
- Administrative, budgetary, and strategic management skills needed to direct a large complex police agency
- Outstanding skills in communicating and interacting with the media, community organizations, elected officials, and the general public
- Commitment to and experience in implementing meritorious advancement based on demonstrated achievement, experience, and management skills
- Experience dealing with labor-management issues and the ability to work effectively with employee unions
- Demonstrated experience in addressing officer mental health and wellness
- Willingness and ability to work with other law-enforcement agencies (e.g., Office of the State's Attorney, Department of Homeland Security, Federal Bureau of Investigation, U.S. Attorney's Office, other U.S. Department of Justice agencies, state and local police agencies) on general crime-related issues and anti-terrorism efforts in a manner that is consistent with the rules set forth under the ordinances of the City, laws of the State of Illinois, U.S. Constitution and the rules and regulations of the Board

All employees of the City of Chicago must demonstrate commitment to and compliance with applicable state and federal laws, and City ordinances and rules; the City's Ethics standards; and other City policies and procedures.

The City of Chicago will consider equivalent foreign degrees, accreditations, and credentials in evaluating qualifications.

* May be required at entry.